Wellness Program July 1, 2016
What has changed?

- Beginning July 2016, improvements must be made in EACH high risk category or you will lose the premium incentive for that category.
- Each category offers a $20 premium incentive. The percent of improvement needed remains the same and has been reviewed by the Synergy Healthcare (formerly HealthAlliance) medical director.
- There is a greater association of high claims as the number of your risk factors increases.
- We are dropping cholesterol as a risk factor, but are still including your scores in the HRA; if you are concerned about your cholesterol, and/or triglycerides, please see your physician.
- If you lost your incentive after the 2016 HRA, per the Affordable Care Act, you may recertify once per quarter. If you make the needed improvement, you receive the incentive for the remainder of the year. The quarters are: October 1, January 1, April 1 and July 1.
- You must see the Nurse Practitioner in the City's Clinic according to the schedule for the number of risk factors you have. This will be noted in your HRA results letter.
- Non-nicotine users will receive a $43 premium incentive. All employees are subject to random nicotine testing.
- HealthAlliance has changed its name to SYNERGY Healthcare.

Waist Circumference
High Risk is:
> 39 Males
≥ 34 Females
BMI
≥ 30

Glucose
High Risk is:
≥ 110

Blood Pressure
(Systolic – Top)
High Risk is:
≥ 140

Blood Pressure
(Diastolic - Bottom)
High Risk is:
≥ 90

Example: In 2015 your Blood Glucose was 116, which is 'high' risk. At the 2016 HRA, your blood glucose must improve by 5%, be at 110, or you lose the premium incentive of $20. You have to improve again the following year to get below 110.

Example: In 2015 your BMI was 42. You have been on a weight loss program and are now at BMI 40. Although you are still considered 'high' risk, you qualify for the incentive because you lost 1 BMI point and more.

Improvement Needed or Percentage Decrease (if high risk)
10% decrease BP systolic
5% decrease BP diastolic
5% decrease Glucose
None for LDL
None Total Cholesterol
None for HDL
5% decrease or drop 1 BMI point

Medically certified achievable improvements